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APRIL 2020 | Volume III Issue 11

COUNTY *Infocus*

Learning, living, and leading...together.



Community Check-in, with Your County Administrator, Frank Rogers.

Friday, April 10, 2020

Campbell County
Virginia

Making a difference, not just a living.
www.campbellcountyva.gov



**Please click on the photo above;
make sure your speakers are on.**

CAMPBELL COUNTY COVID-19/CORONAVIRUS RESPONSE



In an effort to combine all response messaging during the Covid-19/Coronavirus outbreak, Campbell County Public and Employee Relations has created a webpage to house health-related resources distributed by our County departments.

To see all press releases, and messages related to Covid-19/Coronavirus, visit:

www.campbellcountyva.gov/606/COVID-19-Response.

Please stay safe, and stay well!

Compassionate Leadership Through Crisis

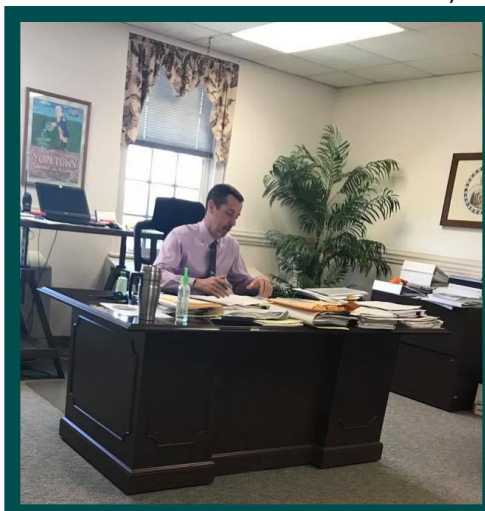
County Employees Recognize and Appreciate County Administrator Frank Rogers

Imagine you were the person at the helm of the Titanic. What would you do? Which colleagues would you convene, and which of the myriad problems would you address first? Would your focus be on managing the situation—or actually leading the company through it?

There will always be divergent opinions about what traits are most important for strong leadership. But there's one trait every successful leader must have—compassion.

While compassion isn't something you're born with, it does grow out of considerate behavior; a kind word here and a generous gesture there can really make someone's day. Even the smallest and simplest acts can have the biggest impacts.

One of the most revered traits our staff has recognized in our County Administrator, Frank Rogers is the demonstration of empathy—the ability to understand and relate to the emotions of another, as well as the ability to share that you know what the other person is feeling and going through.



During our time of crisis, Frank has personally visited our offices, asking us how we and our families are coping. He had the wisdom to close our offices to the public

prior to the Governor's suggestion, and trusted employees to work from home if able, to further control our potential exposure to Coronavirus.

In times of heightened anxiety and stress, what we remember is not the stress, but the way we were comforted. *continued page 5 >>>*

A NOTE FROM LYNN ROBINETTE, YOUR NATIONWIDE RETIREMENT SOLUTIONS REPRESENTATIVE

As a result of the ongoing situation with the coronavirus, Nationwide has currently moved to a work from home model for most employees. We stand committed to providing you with the service you deserve throughout this challenging time. In order to be available to you, we have begun to offer the ability to schedule phone appointments and virtual meetings through our online appointment system.

Using this system, you can schedule a return phone call from me on a specific date and time. You can also choose to request a virtual meeting which includes the ability to share visual content, provide web site walkthroughs, as well as other features that are not available during a traditional phone call.

I am happy to help with any questions on your account including

- [Contribution Changes](#)
- [Reviewing Your Existing Investment Strategy and Available Options](#)
- [Beneficiary Updates](#)
- [Help with Completing a Rollover](#)
- [Enrollments](#)

If you are nearing retirement, I can also help with questions regarding

- [Planning for Retirement](#)
- [Deferring Annual Leave Payout](#)
- [Rolling over PLOP from VRS](#)
- [457\(b\) Special Catch Up Contributions](#)

Schedule an appointment by clicking [here](#).

Take care,

Lynn R.



families first coronavirus response act >>>

The Families First Coronavirus Response Act (FFCRA) became effective on April 1, 2020. This Act requires certain employers to provide their employees – both full and part time – with paid sick

leave or expanded Family and Medical Leave (FMLA) for specified reasons related to COVID-19/Coronavirus. The [Department of Labor's Wage and Hour Division \(WHD\)](#) administers and enforces the new law's paid leave requirements, and these provisions will apply from the effective date of April 1, 2020 through December 31, 2020.

As such, we would like to share some important resources, prior to the launch of the FFCRA, so employees may familiarize themselves, and also know their point of contact for assistance.

Hyperlinked, please find the [FACT SHEET](#), and [FAQ](#) as well as a [POSTER](#) for display in common areas detailing the employee benefit. We respectfully request that supervisors and managers print a copy of the poster for placement in employee communication areas, and share with employees during staff meetings and/or updates.

On the portal, you will find the Campbell County Emergency Paid Leave Request Form, which must be submitted in order to claim paid sick leave and/or expanded Family and Medical Leave (FMLA).

Please note: Eligible County employees may contact [Darlene Cowart](#), (434) 332-9794 to request paid sick leave or expanded FMLA leave. Eligible Department of Social Services (DSS) employees, please contact [Lisa Linthicum](#), (434) 332-9771 to submit your request.

Thank you for your attention to this new benefit. Please stay safe, and let us know if we may be of service.



F.A.Q.

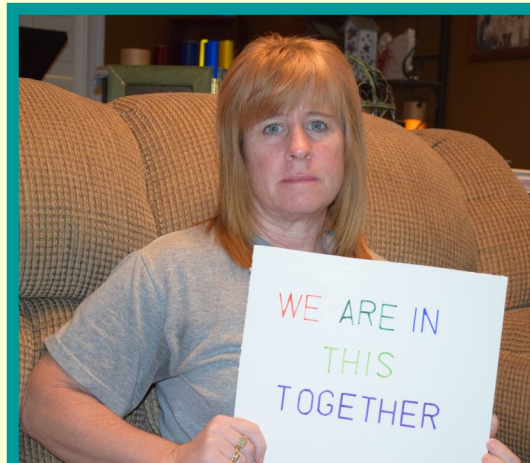


we are in this together >>>

The outbreak of Covid-19/ Coronavirus has created a 'new norm' for many of us - our buildings are closed to the public, public works, public safety and law enforcement staff work the front lines, and many of our administrative staff are doing our best to limit our time in the office by working from home.

These measures are stressful; fear and anxiety about a disease can be overwhelming and cause strong emotions in both us, and our families. How we choose to cope can make us, the people we care about, and our community stronger.

We are encouraging you, take a 'selfie' of yourself, holding up a sign reading "WE ARE IN THIS TOGETHER" and send it to per@campbellcountyva.gov for posting to the portal to boost



Jodi Crews, Information Technology

each other's spirits.

We all need kindness and empathy now, more than ever in our Campbell County community.

In these uncertain times, let our actions show us that one constant remains: **We are in this together.**



Lyzzie King, Rustburg Library



around the square >>>



Congratulations to Janine Lascell (Public Safety/Animal Control) on the recent nuptials of her daughter, Mandi to James White! After a honeymoon in Jamaica, the couple will live in Gladys. Best wishes to the happy couple!

Congratulations to Brooke and Andrew Coleman (Public Safety) on the birth of their son, Levi Thomas. Little Levi was born on Wednesday, April 8 at 7:02 p.m., measuring 22 inches long and topping the scales at 10 lbs, 9 oz. Yep, he's a keeper! Brooke and Andrew, we wish you both continued wellness as you snuggle your little guy!



Please submit newsletter items to Beth Worth by Thursday, April 30, 2020.

what's cooking Campbell? >>>

No-Heat Lunch Ideas Sriracha Chicken Salad

Here's a no-heat lunch idea with plenty of 'heat' in the flavor!



By boiling the chicken breasts, it keeps them juicy unlike grilling or roasting, which can dry-out the bird if you're not paying attention. Make this the night before for a delicious packed lunch the next day.

INGREDIENTS

- 1 boneless, skinless chicken breast
- 2 thick slices sandwich bread
- 2 Tbsp of your favorite mayo
- 1 tsp Sriracha sauce
- ¼ cup onion, finely minced*
- chili flakes (optional)

PREPARATION

1. In a pot of boiling water, boil the chicken breast until it is no longer pink in the middle.
2. Using a fork (and another fork or a pair of tongs to hold down the chicken), shred the chicken into thin threads.
3. In a bowl, mix the shredded chicken, mayo, Sriracha, and chili flakes together.
4. Assemble the sandwich. Serve with a side of veggies.

*The key to a good chicken (or tuna) salad is to have a sweet crunch in the mix. If you don't like onions, you can try for milder green onions or even apples that have been diced into tiny bits.

STAY HOME MOVE TOGETHER

With so many changes in how we're working, and living, we are committed to bringing you a regular dose of happiness and motivation.

4 THINGS TO ENJOY WHILE STAYING IN

Because breaks are (very) important, we rounded up a few of our favorite things to do right now.

MEDITATE FOR 10 MINUTES

COOK A NEW RECIPE

READ A NEW BOOK

TAKE A WALK OR DANCE
BREAK

ONLINE SELF-DEVELOPMENT AND CONTINUING EDUCATION

FREE and AVAILABLE AT YOUR
FINGERTIPS.

Campbell County
Virginia



With our work routines shifting, this may be a good time to take advantage of some great trainings available to you, free of charge.

Many self-development and continuing education materials and courses are provided online through our Library System's learning platform and through the REACH/EAP portal.

To enjoy the Library's educational offerings, all you need is a library card. If you do not have a library card - no problem. Email per@campbellcountyva.gov or Library Director Jordan Wellborn at ljwelborn@co.campbell.va.us and our offices will work together to get you one as soon as possible.

Please be aware that REACH/EAP has shifted their online services to their new site: <https://mylifeexpert.com/>.

Our employer code for REACH/EAP is: **campbellco**, and users will have to complete their own user IDs in order to access the site, which will also allow access to the mobile app.

HEAD OUTDOORS FOR YOUR HEALTH

Nature is calling! Do you hear the call to head outside now that the weather is getting warmer and the sun shines brightly in the sky longer? We've spent the winter days cooped up indoors, now is the time to head out and breathe in the fresh Spring air! So go out exploring; take a walk during your lunch break; immerse yourself in Mother Nature's beauty!



Here's 5 great examples of the healthiness of heading outdoors.

1. Going for a walk/bike ride can boost your energy, strengthen your heart and increase your immunities.
2. By planting a garden, not only are you getting great exercise, but you'll get to reap the harvest! You'll have fresh fruits and vegetables to eat, or if you're not into that type of gardening, grow flowers instead!
3. Being in a natural environment has a way of relaxing and de-stressing the body and mind. At least 15 minutes of outdoor time a day is recommended for peak performance.
4. Having fun, or playing outside with friends and family can increase creativity levels.
5. A breath of fresh air cleans out your lungs and brings more oxygen into your muscles and cells.

Kindness and compassion go hand in hand with empathy, and work together to enable Frank to be the relatable, accessible and compassionate leader that we have all come to know and appreciate.

As governments, institutions and businesses alike scramble to cope with a highly uncertain and rapidly evolving landscape, we will remember the care of our Administrator, Frank Rogers, in this highly stressful and unpredictable time.

With Frank setting the example, we will remember that when Covid-19/ Coronavirus affected our nation, in Campbell County, we were in it together.



Tips and Tricks for Zoom Conferencing

The Department of Information Technology would like to share the following resource, which may be helpful as many of us are using the Zoom Conferencing app.

While Zoom is a safe platform, users must remain cognizant that any conferencing app can be subject to security issues. There are other platforms that offer more from an encryption standpoint; however, there are trade-offs in terms of the features available.

The following [article](#) highlights other audio/ video conferencing platforms available outside of Zoom.

If you have any questions, please feel free to contact the [helpdesk](#), extension 9866, for assistance.

upcoming events >>>

SPRING OPEN EMPLOYEE MEETINGS

UPDATE

Normally, these meetings are held in the month of April; however, with the COVID-19/Coronavirus outbreak, we are adjusting schedules, and may consider the use of a different platform (ZOOM) as we are continuing to practice socially distancing for health and public safety reasons.

Please stay tuned, and we will alert staff as soon as plans are finalized.

thank you >>>

Our employees would like to thank the Departments of Public Works and Maintenance and for their continued efforts in keeping our workspaces clean.

Although our buildings are closed to the public, and many of us are trying to minimize our presence in the office to “slow the spread” of Covid-19/Coronavirus, some of us must work on-site to continue County processes.

As a staff, we recognize this places our fellow coworkers at an increased risk, and we want to thank you for continuing to serve us - the internal public - throughout this crisis.

We appreciate you!

Final thoughts

There's a simple and powerful way to confront the world's most pressing crises, says women's rights activist Yifat Susskind: think like a mother. As she puts it: "When you think like a mother, you prioritize the needs of the many, not the whims of the few."

Follow along as she shares moving stories of people around the world who embody this mindset -- and shows how it can also help you see beyond suffering and act to build a better world.

Please click on the photo above; make sure your speakers are on.